

## 9/80 work schedule to begin in August

Just about the time when most of us figured out what 24/7 means, all of this rumbling about 9/80 started. What is 9/80?

Well, Y-12 Human Resources finally is ready to unveil 9/80 to the complex. Quite simply, 9/80 refers to a work schedule in which employees work 80 hours in nine workdays. This differs from the current predominant schedule in which employees work 80 hours during ten workdays. For the mathematically challenged, that's one less workday every two weeks. Naturally, the thought of having every other Friday off appeals to large numbers of employees.

In general, 9/80 is a fairly straightforward policy. Here are the details.

First, management came up with a few ground rules when establishing this schedule. Most importantly, Y-12's safety performance must not be compromised, and we must continue to meet the requirements of our customers. We also must have our offices covered during business hours and have qualified back-ups for people who might be out. Most would agree that this is a fair starting point.

Second, the policy will affect things such as sick days, holidays, vacations, etc. If a holiday falls on your scheduled day off, you may observe the holiday the next scheduled workday (often the next Monday). If a holiday occurs on a scheduled nine-hour day, it still is just an eight-hour holiday, so you must address that additional hour. You can either use one hour of vacation to cover it or reschedule that hour somewhere else in your regular payroll week. If you are absent from work, a whole day absence will be counted as eight or nine hours, depending on your schedule. A half-day of vacation on a nine-hour day can be either four or five hours, depending on how long you work.

Finally, there are some housekeeping (business) rules specific to 9/80 participants. These can be accessed through the Y-12 Human Resources internal Web site.

The 9/80 work schedule is being offered in conjunction with an overall initiative to reduce the number of shifts in use at Y-12. In the future, salaried employees primarily will be assigned to either the 9/80 shift or to the standard five-eights. Rotating shifts, four-tens, shifts with paid lunches, irregular shifts, etc., only will be approved in cases of legitimate business necessity.

Though it may seem to many like they spend 24/7 at Y-12, at least now they won't have to spend their time wondering about 9/80.

The new 9/80 schedule will be available August 5. Under this schedule, there will be six possible starting times: 6, 6:30, 7, 7:30, 8 and 8:30 a.m. Employees will work nine consecutive workdays with every other Friday off. Employees on the 9/80 schedule will be on one of two rotations so that the participants don't all have the same Friday off. Employees must comply with their assigned rotations—they can't swap the "off" Friday for their convenience. Also, for record-keeping reasons, the payroll week will run mid-shift Friday through mid-shift Friday.

The 9/80 option is available only to salaried employees with their director's approval. Employees opting for the program must commit to an eight-week cycle. Also, once approved to participate in the program, that permission does not automatically follow employees from assignment to assignment.

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## Heigh-ho, heigh-ho, it's off to work with mom and dad



Children of BWXT Y-12 employees got a look behind the fence where their moms and dads work during the company's first "Bring Your Future to Work" day June 20.

A total of 89 middle school students heard a brief talk by John Mitchell, president and general manager of Y-12, about the national importance of their parents' work. The children were given a driving tour of a portion of the plant, participated in various hands-on activities, viewed technology demonstrations (including a demonstration by detection and surveillance dogs) and heard brief talks from several Y-12 employees regarding possible career choices.

Pictured at left are John Whalen and his daughter, Rachel, of Harriman, and Carolyn Blakely and her daughter, Shannon, of Knoxville, as they prepare for a picnic lunch.

# If it's July, it must be performance appraisal time

It is that time of year again—time for performance appraisals. At Y-12, the appraisal system is called the Performance and Development Process or PDP, for short.

No one seems to like performance appraisals—not the employees who are evaluated, the supervisors who have to give the appraisal or the managers who have to review the appraisal for equity and consistency in the context of their entire organization. Then why do we do it?

Many would answer that appraisals are necessary for salary increases. While we are required to have a performance-based compensation system, that is not the primary driver. We do it because it is the most important communication tool among employees, supervisors and managers.

From the organization's perspective, the process is used to communicate to employees not only how their current performance is viewed but also what is important to the organization. The process ensures that what the employee thinks is important is what the organization sees as important. It enables supervisors to show employees how their jobs fit in to the overall context of what the organization is trying to accomplish. For the employees, it is an opportunity to ensure management is aware of their work performance and to get management's feedback on that performance. Even more

importantly, it is a tool for the employees to identify their short- and long-term goals and development needs to improve performance and reach those goals.

To be successful, the process requires the commitment of employees, supervisors and managers throughout the organization. Candid communication and respect are key to developing the employee toward both company and individual needs.

As a first step in the process, employees must complete the Self-

Assessment form in early July to provide input to the process. This assessment includes highlighting accomplishments for the past year, identifying strengths and areas for improvement and identifying short-term areas for development and improvement as well as long-term career interests and goals. Employees must take ownership of their development, especially their long-term

development. Working with their supervisor, they need to develop realistic goals, objectives and actions for performance enhancement during the next appraisal period.

Everyone receives a performance appraisal—the employee, the supervisor and even the general manager. Rather than dreading PDPs, employees should take full advantage of the opportunity to ensure career development.

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*No one seems to like  
performance appraisals . . .  
Then why do we do it?*

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## Are you a PSAP no-show?

If you have been scheduled for your yearly physical exam to fulfill Personnel Security Assurance Program requirements, then tie a string around your finger so that you won't forget it because Personnel Security definitely won't.

If a PSAP participant misses two prescheduled physicals in a row or fails to complete an exam within a year of the previous one, he or she will be placed on temporary reassignment to a non-PSAP position, and his or her unescorted access to the Material Access Areas will be removed. These actions don't constitute removal from the program, but he or she will be given non-PSAP duties until the temporary reassignment is lifted.

What should you do if you find yourself in this position? Most importantly, complete your physical. Again, make every effort to keep your appointments because it may be three to six weeks before another slot will be available. That way, Y-12 Medical Services can notify PSAP Administrator B. J. Yearwood that the physical exam requirement has been fulfilled and your annual PSAP packet can be completed.

If you are a PSAP participant, make sure the following requirements are met each year to keep your certification valid.

- An annual physical examination must be completed by the end of the same month that the examination was done the previous year. For example, if you had your exam July 10, 2001, then you must complete this year's exam before July 31.
- An annual PSAP packet must be completed and submitted by the deadline given to your PSAP coordinator.
- PSAP training (the PSAP Annual Review, Module 7549, Q 50024641) must be completed.
- A drug test must be performed within the last 12 months.

Why is it so important to fulfill these PSAP requirements? The program ensures the safety and security of its participants and the Y-12 Complex.

## Y-12 hosts "Shootout In The Smokies"

The Department of Energy's Oak Ridge Office hosted its 30th annual Security Police Officer Training Competition in June. This year's competition included more than 20 teams representing DOE and military and civilian law enforcement, including a team from the United Kingdom.

Wackenhut Services, Inc.-Oak Ridge won the Super Team competition by a significant margin and finished fifth overall. Dennis Snyder, a security officer with WSI-OR, finished third out of 72 DOE competitors. The Wackenhut team from Rocky Flats won the Secretary's Cup, the highest level of recognition awarded to a protective force in DOE. Security Police Officer of the Year honors went to Douglas Scott from the Savannah River Site and the Law Enforcement Officer of the Year was Jon Law from the Benton County Regional SWAT team. Below, the Savannah River team takes their turn at the Super Team competition.





# Parking at Y-12—security outweighs convenience

The first concern about parking at Y-12 is not convenience, it's security—the security of people, materials and facilities.

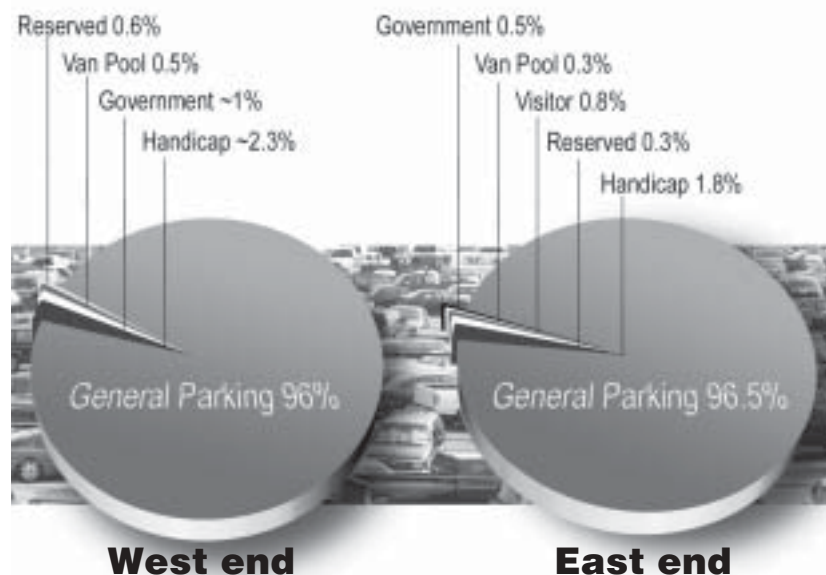
“We realize that, yes, it's inconvenient and frustrating, but the goal is to protect the people first, special nuclear materials and then the facilities,” said A. C. Hollins, director of Facilities, Infrastructure and Services. “The worst thing. . . would be to get someone hurt. No parking space would be worth that.”

Since September, parking on Y-12's east end has been at or beyond capacity. To help ease the crowding, the Biology parking lot has been reopened, some barriers in other east-end parking lots have been relocated and a shuttle service has been instituted. Available spaces on the east end are not as convenient as they were last summer, but they do exist. Parking on the west end of the Complex is 40 to 60 percent unused according to Larry Rackstraw of Integrated Site Planning.

John Woods of BWXT Y-12 Security said, “Our focus is to protect SNM first and classified material second. We have done all the right things to protect the site and the people. We understand convenience, but that's not what we're here to do. We're here to make sure the site is protected 24/7. We continue to be at heightened alert.”

Short- and long-term plans to enhance the parking situation include partially extending Bear Creek Road access, re-striping some lots to add spaces, adding parking lots on the east end and possibly upgrading the shuttle service.

“A lot of people are working on trying to solve the problems,” Hollins said. “We have to include security considerations, not just operational needs.”



West-end parking lots, defined as all lots west of 9212 except the S-3 parking lot and Building 9114, are at 40 percent capacity.

East-end parking lots, defined as all lots east of Building 9212, are at 98 percent capacity.

Data are based on an April 2002 count. Numerous factors can affect parking lot use: time and day of count, absentee rates, vacations, attrition, hiring, increase in car and van pools, etc.



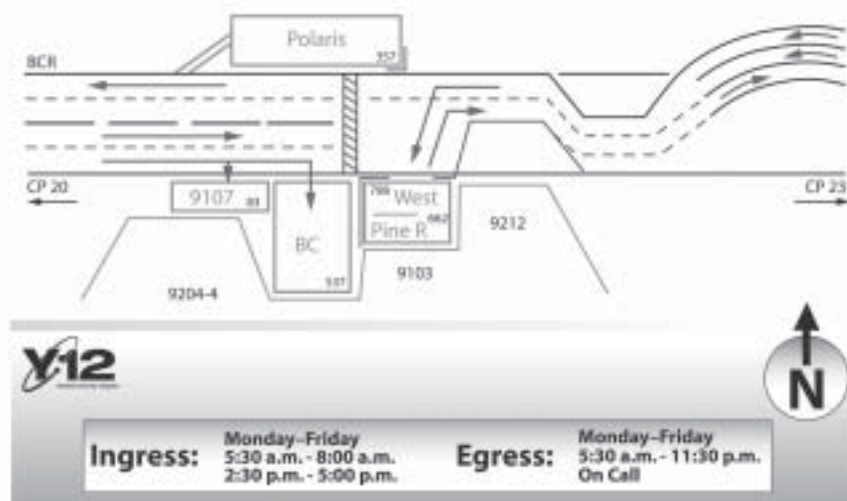
## Just wanted to say ‘Thanks’

Ala Montgomery of Facilities, Infrastructure and Services receives the first Y-12 Thanks certificate from her organizational director A.C. Hollins for her outstanding performance in building management. The Y-12 Thanks program was established June 1 to provide on-the-spot recognition to salaried employees who have performed in an exceptional manner, set a standard of excellence in their work group with special emphasis on safety and security or who have demonstrated outstanding leadership in meeting their organization's goals and objectives. Each certificate is worth \$10 and may be used toward the purchase of items available in the Y-12 catalog. The catalog is available through the YES Web page at <http://www1.y12.doe.gov/scripts/yes/store.cfm>.

## Limited opening of Bear Creek Road

Portions of Bear Creek Road that were closed after September 11 now are open to all Q- and L-cleared employees. Employees who want to access West Portal and Pine Ridge Portal parking lots must do so by approaching from the eastern side of Bear Creek Road and go through an inspection process at Checkpoint 22, which has been reopened. All employees still are required to show their badge at Checkpoint 23, which is located at the eastern entrance to Bear Creek Road.

Bear Creek Portal and Polaris parking lots now are the only parking lots accessible from the western approach on Bear Creek Road. Inspections are not required for these two parking lots. Employees are urged to use caution when traveling on both sides of Bear Creek Road.





## The Hamburger Stand is closed

The latest building to be demolished as part of Y-12's Infrastructure Reduction Plan was Building 9949-1 (a.k.a., "The Hamburger Stand").

A Rolling Safety Focus Group deemed this building a safety hazard last year. It was situated so close to First Street that it obscured drivers' views of pedestrians who were approaching the street.

The Hamburger Stand is just one of several buildings located on the east end of the site that is scheduled for demolition this year. The first project milestone for IR is an aggressive pledge to reduce the Y-12 "footprint" by 500,000 square feet in the first two years of the company's contract.

You can learn more about the specifics of the IR organization by visiting their Web site at <http://www.y12.doe.gov/infrareduce/>.

## EEOICPA representative at Y-12 in July, August

Shirley White, a representative from the Oak Ridge Energy Employees Compensation Resource Center, will be at Y-12 July 2, 16 and 23 and August 6, 13 and 27 to assist those who are interested in filing claims under the Energy Employees Occupational Illness Compensation Program Act.

The initial act went into effect July 31, 2001. It reimburses medical expenses and provides compensation of \$150,000 to current or former employees (or their survivors) who worked at certain DOE facilities (including gaseous diffusion and weapons facilities) and have been diagnosed with certain specific diseases set forth in the act (certain cancers, chronic beryllium disease and silicosis from certain locations). The exact entitlement varies depending upon the disease and the facility where an individual worked. The act also covers some employees of suppliers to the above facilities, including beryllium vendors.

The representative will be at Building 9106, Room 28 from 3:30 to 5 p.m. to take claims, answer questions about the program and check the status of claims with the Department of Labor Jacksonville District Office.

If you have questions regarding the Energy Employees Occupational Illness Compensation Program Act or the Resource Center, contact White at 481-0411.

## Where do computers go when they get old?

At Y-12, old computer equipment seems to propagate like mushrooms—anywhere there is a dark and unused corner, you'll probably find some. And it sometimes seems that old computer equipment can be as hard to get rid of as dandelions. But that's really not the case. It just takes following the proper steps.

Recently, one national business supply chain announced that it would be collecting old computer equipment for recycling and distribution to communities across the country. Although Y-12 supports recycling and reuse programs, the Complex is under specific constraints when it comes to used computer equipment.

Although this is certainly a worthwhile cause, Y-12 computer equipment is owned by the government and cannot be excessed by simply collecting it and giving it away. According to Jerry Stokes, excess coordinator, Y-12 must follow guidelines that "all federal agencies, to the fullest extent practical, use excess property as the first source of supply in meeting their requirements.

"We have to try to use our equipment first through cascading of equipment to other users or using individual components. You have to determine if the property is excess to your needs. If it is, then you will excess the property in PRISM."

The first step in this process involves determining whether anyone in your own organization needs the equipment. If not, then you must determine certain conditions about the property. Is it high risk or classified? Does it contain certain oils or chemicals?

If all these questions are satisfactorily answered and the equipment is in good working condition, it should be advertised on the Swap Shop to find out if anyone else needs it. Once all of these avenues have been pursued, then the equipment can be excessed. Equipment also must be surveyed by RadCon and green tagged before excessing.

For specific guidance on disposing of excess government property, visit <http://www-internal.y12.doe.gov/property/disposit.htm>. If you have further questions, contact Stokes at 241-4435 or Julia Landreth at 576-1452.



Jerry Stokes of Business and Information Systems checks the inventory of excessed computer equipment that is set to leave Y-12.



# Y-12 technical contributors have venue for bright ideas

Right now, there is a technology explosion in progress at Y-12. The best part is that the technologies are being developed right here at Y-12. Two of these homegrown technologies are being evaluated for potential patents.

The Y-12 Plant Directed Research, Development and Demonstration program plays a key role in the modernization of Y-12. The PDRD program invites Y-12 staff to propose ideas for new ways of doing business.



Art Miller, a PDRD principal investigator, examines a new and potentially brighter X-ray screen material. Brighter X-ray screens will speed the X-ray process, enable digital image capture and advance the Nuclear Weapons Complex toward automated image interpretation.

Selected projects receive funding to prove out their ideas.

There are 36 active PDRD projects: eight funded in FY 2001 and 24 funded in FY 2002, along with four university research programs. Projects typically last two years.

Two projects have generated invention nondisclosures, the first step in the patent process. "This is an indication that we're doing state-of-the-art research that has intellectual property value," explained Rob Steele, PDRD program manager at Y-12.

This year's PDRD projects focus on several highly technical aspects of the manufacturing arena, such as:

- **Better ways of working with metals.** One project is investigating replacing traditional salt baths with infrared heating technology developed at Oak Ridge National Laboratory to heat uranium billets before rolling and forming.
- **Safer ways of handling toxic chemicals.** A potential real-time beryllium monitor is being developed to provide immediate feedback on the effectiveness of engineering and physical controls.
- **Sensor technology.** Researchers are investigating ways to increase the accuracy of digital X-ray technology, so that we can capture radiographic information quickly and in a computer-sensible form for automated interpretation.

After just a year in existence, Y-12's PDRD program is allowing Y-12ers to turn their bright ideas into reality. "We're pushing the science envelope," said Steele. "I'm proud of that."

**Y-12's 2002 United Way  
campaign will begin in July.  
Here are some significant dates  
to remember:**

**Coordinator Training - July 17**

**Campaign Kickoff at the  
Y-12 Cafeteria - July 23**

**Days of Caring - August 6 and 7**

**Campaign Ends - August 16**

## What is PDRD?

Congress authorized the PDRD program as a way of supporting innovative or high-risk design and manufacturing technologies with potentially high payoff to the Nuclear Weapons Complex. The program also addresses recruitment, retraining and retention of critically skilled employees and offers a creative outlet for technical contributors. Moreover, the program borrows technical expertise from national laboratories and universities, which introduces potential new employees to the Y-12 Complex.

The PDRD program makes it possible for researchers to take their projects to the proof-of-concept stage. If management decides to implement an idea, other BWXT Y-12 programs will be responsible for funding further development. In addition, Y-12 is creating a Technology Council to perform integrated planning and decision making that could accelerate the migration of PDRD technology pursuits to full implementation.

In the call for proposals for FY 2003, the program received 72 conceptual project descriptions. These will be reviewed and proposers of selected projects will be asked to provide detailed program plans. Upon recommendations from the PDRD program, BWXT Y-12 President and General Manager John Mitchell will approve the final projects to be funded. Upon concurrence from the National Nuclear Security Administration Y-12 Site Office, work can begin. The FY 2003 program is planned at just less than \$6M.

*A potentially hazardous condition behind Building 9204-2 was remedied thanks to the attention of two Y-12 Maintenance workers.*

# Safety Spotlight

Hugh Treadway and Hubert Goins of Maintenance noticed some insulation that was starting to dislodge from an overhead steam pipe behind a building. Recently, they discovered that the condition was worsening. The dangling insulation was “a pretty good size of material,” says Treadway. They knew that it would become even heavier if it became wet, and, if it broke loose, it could injure someone or break a steam condensate line underneath and scatter asbestos.

Treadway and Goins immediately went to their supervisor, Ernest Wright, and obtained permission to rope off the area and spread plastic over the ground to collect any asbestos dispersal. Next, they notified the building’s facility management so building occupants could be cautioned and the necessary repairs could be authorized.

“We didn’t do this for recognition,” says Treadway. “We just wanted to be sure it was safe.” A building resident who commended the workers jokingly asked why they had been looking up rather than “keeping their eyes on the path” (a Y-12 Safety program name). Goins and Treadway, who have worked together for 12 years, quipped that as they watch for things, one looks up and the other looks down.

Asked if they have any safety tips to share with their Y-12 coworkers, Treadway says, “Just be safe and be conscious. That’s what they’ve always taught us.”



Hugh Treadway, left, and Hubert Goins are partners in safety by keeping their eyes wide open.

## Medley of munchies now mobile

Moving too fast to stop for breakfast this morning? Forget to pack a lunch but too busy to get out? No problem. It’s the mobile vending truck to the rescue!

The mobile vending truck is operated by Star Vending, Inc., which provides all food vending services across the site, carries fresh salads; cheeseburgers; steak, sausage and ham biscuits; chips; candy bars; sodas, water, milk and juice to several stops within the Y-12 Complex. Prices are comparable to those at the Y-12 cafeteria.

The schedule for the truck is shown here. This schedule is also posted on the Web.



Marcia Chandler, left, of Y-12 Medical swaps smiles with Kimberly Cook after purchasing a bite from Y-12’s new mobile eatery.

Some of the scheduled stops may be suspended if sales don’t pick up. If you want to keep your stop on the route, get out there and support the mobile vending truck.

If you’re not on the route and would like to be, send e-mail to Dee Turner at [dturn36@bellsouth.net](mailto:dturn36@bellsouth.net) and Kathy Davis at [9kd@y12.doe.gov](mailto:9kd@y12.doe.gov).

6:30–6:45 a.m.	Between Building 9219 (Rigger/Labor Shack) and 9712 (Garage)
6:50–7:05 a.m.	Post 5, East Parking Lot Doghouse and Post 13
7:10–7:25 a.m.	South Side of 9720-6
7:35–7:50 a.m.	Receiving Dock at 9720-8
8:00–8:15 a.m.	Portal Side between 9710-3 (Guard Headquarters) and 9201-1 (Alpha 1)
8:25–8:40 a.m.	North Parking Lot 9739 for Engineering Buildings 9739, 9734, 9733-1, 9733-2 and 9733-3
8:50–9:05 a.m.	Medical/PSS 9706-2
9:15–9:30 a.m.	Parking Lot South 9109 for Buildings 9116, 9115, 9109, 9106, 9704-1 and 9702-1
9:40–9:55 a.m.	Northwest Corner 9201-3 (Alpha 3) for 9201-2, 9201-3, 9104-1, 9104-2 and 9104-3
10:05–10:20 a.m.	Alley between 9737 and 9709
10:35–10:50 a.m.	West End of 9624
11 a.m.–12:15 p.m.	Post 33 for 9831, 9703-15 and 9703-16 (BWXT Construction)
12:20 –12:50 p.m.	Building 9114



## Retirements



**Brenda and Ralph Stevens** of Clinton retired from the company May 31. Brenda had 28 years of service and retired from the Environment, Safety and Health organization, and Ralph had 32 years of service and retired from Facilities, Infrastructure and Services.



**Charles Hatcher** retired from the company December 31. He had 32 years of service and retired from the Materials and Mechanical Operations organization.

## Service Anniversaries

### 41 years

James N. Abele, Engineering and Technology

### 40 years

Kibbee D. Streetman, Engineering and Technology

### 35 years

Louis J. DeMarotta Jr., Campaigns; Gary R. Handley, George L. Powell, James H. Rollins, Robert E. Hewgley Jr. and Samuel M. O'Neil Jr., Engineering and Technology; William K. Crowley, Environment, Safety and Health; Lynn M. Eason, Manufacturing; James D. Hensley, Program Planning and Integration; Eugene E. Clark, James R. Ferguson, Michael W. Poore and Michael W. Sherrill, Quality Assurance

### 30 years

Terry C. Domm, Engineering and Technology; Charles D. Davis, Paul R. Cookenour and Willie J. Redmond, Manufacturing

### 25 years

Carolyn D. McGregor and Kevin H. Funk, Business and Information Systems; Jesus Porras and Kin H. Luk, Engineering and Technology; Charles D. Goins, David N. Dyer, Dwain L. Coppenger, Eric M. Johnson, Howard F. Farmer, James E. Warren, Johnny G. Gray, Michael W. Bullen and Patricia E. Hensley, Facilities, Infrastructure and Services; Ann C. Walden and Porter D. Gipson, Financial Management; Edna D. McDade, Patricia J. Ward and Wayne D. Pierce, Manufacturing; Clarence R. Kirkpatrick, Quality Assurance

### 20 years

Leigh A. Ferren, Environment, Safety and Health; Mabrey R. Duff, Facilities, Infrastructure and Services; John M. Potter, Manufacturing

## Something for everyone? YES!!!!

The Y-12 Employee Society has many new activities and discounts.

On Saturday, August 10, YES members may raft the Ocoee. The cost for this adventure will be approximately \$50. Contact Peggy Campbell (574-1719) for reservations.

VIP passes to Six Flags Kentucky Kingdom are available. These passes offer \$10 off admission for up to six people per visit. To obtain a pass, contact Ala Montgomery (574-0493).

A one-year membership in The Disney Club is available to members for \$29.95 (a \$10 savings). See [www.disneysampler.com](http://www.disneysampler.com) for details. To obtain this special rate, contact Alice Brandon (576-2963).

Discount tickets (\$29 for adults and \$22 for children 10-15) for daytime visits to the Biltmore are available. These tickets represent savings of \$3.50 to \$5. To purchase tickets, contact Sylvia Davis (576-7296).

**MAKE PLANS**  
TO ATTEND FRIDAY, JULY 26TH 7:15PM

**Smokies Night** buffet, game, and fireworks

**KNOXVILLE SMOKIES VS. GREENVILLE BRAVES**

TURF OUTFIELD

FOUL LINE

3rd BASE

1st BASE

SAFETY FENCE

60'6"

BATTER'S BOX 4'x6'

**yes** EMPLOYEE SOCIETY

ATTEND FRIDAY, JULY 26TH 7:15PM

All-you-can-eat buffet from 5:30 p.m. - 7:00 p.m.

\$16.50 members, \$20.00 nonmembers (Adults & children same price)

250g. hamburgers, hot dogs, chips, baked beans, cole slaw, cookies, Popai products

Game seats are at field level! Fireworks show after the game!

Contact Peggy Campbell at 574-1719 for more information.

EMERGENCY

**PICNIC!**

All BWXT Y-12 employees, their families and retirees who are YES members are invited to attend. Activities and entertainment for children and adults!

**When**  
July 19, 2002  
1:00-8:00 p.m.

**Where**  
Clark Center Park

**Serving**  
5:30-7:00 p.m.

**Tickets**  
\$2.00 Adults  
\$1.50 Children

**Contacts**  
East End  
Ala Montgomery (ahy)  
574-0493  
West End  
Sharon Bays (zgb)  
574-2497

**yes** Y-12 Employee Society

**Y12**

# Y-12 shutterbugs don't overexpose Mother Nature

Reflections of a vibrant Appalachian fall in the windowpane of a rough-hewn log cabin. A delicate wildflower speckled with water droplets after a springtime shower. A snow-dusted split-rail fence winding its way along a country backroad.

These are the images captured by Y-12 firefighters and photography hobbyists Scott Hackler and Gene Stevens. As firefighters, their duties can be stressful and hazardous. So, on their off-hours, Scott and Gene take to the hillsides, photographing wildflowers, waterfalls, wildlife and panoramic vistas in Tennessee and beyond.

"Through my photography, I've really come to appreciate the natural beauty of this part of the country," says Gene, who took up the hobby ten years ago. Scott, a photography enthusiast since 1998, enjoys the rewards of nature shots and likes the challenge of taking people pictures. "People move and their expressions change. It's a challenge when you have to grab a moment," he noted.

For challenges, how about getting up well before the sun rises and lugging 40 pounds of equipment up a mountainside to lie in wait—sometimes for hours—for the perfect photo op? With lenses, tripods, filters and camera bodies in hand, the trek is pure relaxation for Gene and Scott. "Photography is my way of getting away from the hustle and bustle," says Scott. "For instance, I'll come home with a close-up shot of a bee, and that's my tangible reward for the day."

But capturing that one flawless snapshot, that one photo that meets all the criteria of a photographer's discerning eye, takes work. Gene notes that typically he'll run through a 36-exposure roll of film on one scene and, if he's lucky, he'll have two or three quality photos. He concedes that through the years, he's learned to think like a camera.



Poore's Pumpkin Patch in Anderson County. Photo by Scott Hackler

absorbing," says Lib Morgan, a Norris resident. "I felt like I was a part of every scene."

Scott and Gene love to share their photos and even sell their work. Gene, an SANP 2001 Best of Show winner for Summer's End, which depicts a lone tree in a meadow on the cusp of fall, has a display in the upstairs gallery at the Oak Ridge Mall. Also an SANP 2001 first-place winner in the color print—scenic category, Scott primarily sells his framed photography at showings. Log onto <http://www.sanp.net> to view a sampling of their work.

"A photographer's job," says Gene, "is to focus the viewer's eyes on the point of interest in a composition while not becoming distracted by anything else in the picture."

Scott and Gene, both members of Southern Appalachian Nature Photographers, a non-profit educational organization dedicated to regional nature photography, often exhibit their work for church groups and garden clubs. They combine their images with background music to effectively tell a story. At one recent slide show presentation at a Norris Woman's Club meeting, the oohing and aahing was audible. "Their photographs are so



Monochrome moment: Y-12 firefighters Gene Stevens, left, and Scott Hackler candidly discuss their passion for photography.

## BWX TYmes

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Interested in Y-12? Visit the Y-12 public Web site at  
<http://www.y12.doe.gov>

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